

OPEN CHANNELS



THE NEWSLETTER OF IBEW LOCAL 45

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SPRING 2014

Steward Training

Q&A WITH TRACY PREZEAU

PAGE 03

Spotlight on Stewards

FOUR LOCAL 45 MEMBERS
WHO GET THE JOB DONE

PAGE 04 - 05

KERO Gets New Contract

NEGOTIATIONS STARTED
BACK IN DECEMBER

PAGE 07

CBS and IBEW Come to Fast, Early Agreement

By Michael Messina

If only all contract negotiations played out as smoothly as the one Tim Dixon of IBEW International led with CBS. In textbook fashion, International Representative Dixon and his team came to an agreement on a national contract with CBS management a full year in advance, and with zero conflict.

Local 45 Business Manager Elaine Ocasio was part of the negotiating team. Other Business Managers participating in the negotiations included Lillian Firmani of Local 1200 in Washington, D.C., Ralph Avigliano of Local 1212 in New York and John Rizzo of Local 1220 in Chicago.

"I am very proud of what we ac-

complished with this contract," Ocasio said. "Our TV City temps made great gains, obtaining up to four weeks vacation, which they never had before."

It helped that both sides were on good terms, making gains and concessions not much of an issue.

"It appears that both sides were relatively happy with the current terms," Dixon said. "Most of the agreement was very positive. We ended up getting economic increases of eight percent over three years. There were also some improvements to job security for our freelance per diem community where they now have some preference of



Tim Dixon, left, IBEW International Representative from the Ninth District; with Dominic Macchia, IBEW International Representative from the Third District. They led the negotiations for the CBS National Agreement and steered it through to a successful early conclusion.

employment for future positions."

Members can also now use some sick days as flex days, and the freelance community now actually has sick days, where before they did not have any. Freelancers also got an increase in contribution to their

medical programs.

Concessions were relatively minor, with an agreement on flexibility for talent to be able to use smartphones to shoot video.

"We were willing to give them a

(CONTINUED ON PAGE 7)

Old Movies & Television Shows Find a Rebirth at Television City

On the Job: Union Members in the CBS Media Exchange Department

The Media Exchange Department at CBS' Television City studio complex in the Fairfax District of Los Angeles is where old meets new. Technically two departments, Media Exchange (MX) and Digital Media Exchange (DMX) is a juxtaposition of eras and technology.

In one section of the facility, there are old machines dating back to the early days of television through the late '80s, featuring pretty much anything predating the digital revolution. We're talking D-1 machines, D-2 machines, and the ubiquitous two-

(CONTINUED ON PAGE 8)



Local 45 Member Michael Greenstone works in front of his five-monitor set up in the Digital Media Exchange Department at CBS' Television City.

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Message from IBEW Local 45's Business Manager

By Elaine Ocasio

Greetings Local 45 Members!
As spring begins to turn into summer and the weather starts to heat up, I hope your 2014 so far has been a successful one.

For Local 45, we've been making progress in a number of ways. You can read about two of these items in this issue of Open Channels:

- I am happy to report that the CBS National Agreement was ratified, and it will take effect on Feb 1, 2015. I want to thank our excellent negotiating committee – From KCBS/KCAL-TV: David Mumby, Rodney Cummings and Steve Medina. From TV City: Donna Stock, Mike Murray, Gary Chamberlain, Steve Hoorn, Ramon Arujo and Lorenz Perner. From CBS Radio: Robert Arak and Brian Tonnenson. From Freelance Sports: John Bruno.
- I'm also happy to report that we've negotiated a new contract for KERO-TV Bakersfield. This was the first negotiation we've done with the station's new ownership, E.W. Scripps Company. Much credit goes to Rep Victor Marrero and negotiating team members Robert Barrett and Jeff Pedersen of KERO.

We recently had a very successful Shop Stewards Training in Northern California with International Reps Tim Dixon and Tracy Prezeau. Many Local 45 members came out to better prepare themselves to become shop stewards, and we are in the process of setting one up for Southern California. Also, we have a feature with Tracy in this newsletter.

I want to send out a big thank you to all of our shop stewards. You are on the front line of Local 45. You have stepped up to help us represent the members at your worksites. This is what the union is all about – stepping up to be shop stewards and to participate as a member of your negotiating committee. There's no way we could have made all of this progress – including the CBS National Agreement and KERO-TV's

contract – without the work of our shop stewards. I am your Business Manager, but YOU are the union. Please take a look at our regular Spotlight on Stewards feature in the middle of this newsletter to meet some of these hard working folks.

There are many slots still available for our FREE on-line training with Class On Demand. Update your skills and learn new ones to advance your career by making yourself more valuable to your employers. This is a benefit of union membership, and will help you grow in your career. Did I mention that this is free?

As we move into the summer, there's still a lot of work to be done. More contracts to hammer out, more shops to be organized. None of us can do it alone. It takes a commitment from everyone as we make Local 45 stronger day by day.

Stay safe this summer.

In solidarity,

Elaine Ocasio
Business Manager/Financial Secretary



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Stanley Roberts, a Local 45 Steward with KRON-TV in the Bay Area, was recently honored by the Board of Supervisors for the City and County of San Francisco with the 2014 A. Philip Randolph Institute Messenger Award for Journalism and Communications. Roberts, a photojournalist, received the award in recognition for his series "People Behaving Badly." Congratulations!



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- Computer Animation
- IT (Information Technology)
- Editing • Vocational Training

Steward Training

A Q&A With Tracy Prezeau, International Representative, IBEW Education Department

Earlier this year, IBEW Local 45 members attended a steward training in Northern California held by Tracy Prezeau, International Representative in IBEW's Education Department. Current and future stewards learned about what goes into being a successful shop steward. International Rep Tim Dixon also participated in the training, and another is scheduled for this summer in Southern California.

Prezeau took a few minutes out of her day to speak with Open Channels about what is addressed in steward training, and what it takes to be a successful steward.

What exactly goes into a shop steward training?

The training covers a number of subjects, including labor law, that's related to the Steward's role and responsibilities and their legal standing as an exclusive bargaining representative. We review labor law as it relates to the steward's role specifically and the authority that labor law gives to a steward. We also talk about conflict resolution. We talk about the expectations of a steward in being accessible, in being communicative and being fair. Part of that legal piece is that a steward is giving additional authority in the workplace when they're acting in their official capacity. There's also an accountability measure on stewards.

Who's coming to these meetings? Is it all stewards? Is it those who have recently become stewards? Is it those who are hoping to become stewards? Is it people looking for a refresher? Who's in the room?

This is a great question. In the case of Local 45 steward training, I think nearly everyone in the room was an existing steward. There were some long-standing stewards, and there were some brand new stewards, and there were some that wanted to become stewards. It was a fairly wide gamut.

If you can pinpoint one item, what do you think is the most important item discussed?

To be honest with you, I think there are two. I think labor law is highly important for stewards to understand what their authority is and what it is not and what the accountability measure is.

I think the other really critical piece is understanding that . . . the most successful steward is the one who understands human relationships. We use different examples to explore that. You do not need to know the contract and be able to quote it in your sleep. You can always go to it to help guide decisions. But [it takes] a person who understands the dynamic of human relationships and can approach conflict resolution with the goal of trying

to find a mutually agreeable outcome that all of the parties are going to be satisfied with. The labor law certainly gives stewards authority to behave in an aggressive fashion, and that's not always the best tool to use to get the best outcome for a situation. It's sort of balancing that power with persuasion. People who understand that are good communicators and have strong listening skills and can see the issue from multiple points of view. They are vastly more successful because they understand the other person's position and lay out persuasive arguments that allow that individual to change their opinion to move from no to yes. If you understand that dynamic, you'll be much more successful as a steward.

How important is it to the labor movement to have a strong stable of stewards?

I think it's absolutely critical. There's several reasons for that. The steward is really an extension of the Business Manager and is the eyes and the ears of the Business Manager in the work place. Having very capable stewards in all those different locations not only amplifies information and messages from the Business Manager out to the folks at the bargaining unit, but it's a two-way communication that allows those members to also share their thoughts and ideas with the Business Manager through the steward. Having that ability to create more pathways to conversation is absolutely critical.

For more information on upcoming steward training, call the office at 323-851-5515 or email info@ibew45.org.



Spotlight

Four Local 45 members



Dave Mumby, KCAL

The flip of a coin is all it took for KCAL Steward Dave Mumby to end up where he is today.

Well, that's part of the story. Mumby works as a maintenance supervisor at the CBS-owned-and-operated KCAL out of Studio City, and is responsible for the quick resolution of any discrepancies during news operations and repairing technical equipment.

How Mumby got here actually starts in the United States Navy, where as a gunner's mate he worked for four years as a missile technician on a cruiser. That work sparked an interest in the field.

"I wanted to get into more advanced electronics and I looked at a catalogue for a correspondence course and I flipped a coin between CB radio repair and television broadcast," Mumby said.

After taking the appropriate correspondence courses, Mumby landed a job at Loyola Marymount University as the assistant chief engineer.

"I thought that was a heavy title, but it turns out there are only two engineers: the chief and the assistant," he quipped.

Through a series of other stints with KTLA and NBC, Mumby eventually took a job with Channel 9, then KHJ-TV, which eventually became KCAL. He took that position in 1985.

"I've been doing pretty much the same job since," Mumby said.

In 1990, as the U.S. was preparing for Operation Desert Storm, Mumby decided to re-affiliate with the Navy and went back as a reservist fixing airplanes. In 1998 he was promoted to Chief Petty Officer and shifted those leadership skills to his job at KCAL, becoming a steward a year later.

"That's when I met [IBEW Local 45 Business Manager] Elaine Ocasio, about 2000," Mumby said. "And sometime around there we negotiated our first contract together for KCAL."

Mumby keeps it straight forward regarding his role as a steward.

"I'm an advocate for the people," he said. He tries to explain to younger people why the union is so important. "We have good job security, we have good benefits, and that's a part of the union. It's the people sitting in and negotiating the contract year after year."

After multiple recalls to active duty, Mumby wrapped up a 27-year military career in 2012, but still works hard keeping up with a demanding live-news schedule that can run anywhere from 3 a.m. to midnight.

"We have a maintenance crew of six and we're spread out through shifts and we have to keep the equipment in top condition," Mumby said. "We solve problems with the customer, whether it's to change a piece of equipment or reset a server; and to just try to find a solution. It's a mixed bag. You don't know what you're going to do from one day to another. It's always something different and every day is another challenge."



Jim Wagner, KTVU

Not every electrician in the business is lucky enough to have a leader as familiar with so many aspects of his work environment as those who look to Jim Wagner. Long before Wagner came to KTVU in Oakland and eventually became the station's maintenance department supervisor, he was a student at San Francisco State University where he was a broadcast major.

"I got all the broadcast communication arts – directing, writing – the usual stuff for a general bachelor's degree in television production," Wagner said. "But I was always interested in electronics, so I minored in electronics."

After continuing his education in electronics at Palomar Community College in San Diego, Wagner spent a few years in post-production in Albuquerque, New Mexico; went back to Southern California for short stint at Universal Studios working on a mobile rig; and eventually made his way back to the Bay Area, where he got to know all the television stations with the company Amtex. Eventually, Wagner took a job with KTVU, where he recently celebrated his 20th anniversary with the station.

Wagner supervises in the technical services department where their duties run a gamut, but generally they are the guys that do the equipment wiring and installing for the facility. But as Wagner will tell you, no two days are alike, and he loves the troubleshooting aspect of the job.

"One term we use frequently among the maintenance guys – you can be walking down the hall and someone will jump out of a doorway and say, 'Hey, I need you' – we call that a 'hallway mugging,'" he said. "Troubleshooting and helping people, I get my kicks that way. And the thanks I get from my coworkers for helping keep their jobs going."

A member of IBEW Local 45 for more than 45 years now, Wagner decided to make the move to steward when he sat in at a negotiating table around seven years ago. "I thought it was something where I might be able to contribute, and you can't complain about the contract if you're not willing to get your hands dirty a little bit and participate in the process," Wagner said. "I've done three contracts at this point."

As a steward, Wagner recognizes one of his most important jobs is to be present at the bargaining table, but also to listen to members when they have problems.

"I'd say 90 percent of the time it's a misunderstanding," Wagner said. "It's rarely between members. It's usually between the members and the company and I can usually go to the manager involved. This last year I actually authored my first grievance."

Wagner makes it clear he is grateful for the company he works for as well.

"At KTVU we have a great working relationship with our employer," he said. "They're pretty fair."

n Stewards

who get the job done



Selena Cornish, CBS TV

Selena Cornish had a quick education in learning about the inner workings of a union. She went from having never worked at a union shop before to the role of shop steward in the blink of an eye.

Cornish is a shop steward at CBS Television City, the world famous television studio complex located in L.A.'s Fairfax District. She works as a supervisor in the studio's Media Exchange department.

"I've never been a part of a union before," Cornish said, sitting in her office. "This was my first one. It was totally foreign to me. Everything I learned from scratch. I didn't really have any knowledge of how unions work whatsoever, so that was a big eye opener for me. Like being a part of the negotiations for the first time. I learned a lot from that."

The Media Exchange Department at TV City is the place where old movies, television shows, commercials and anything else that was produced back in the age when film ruled get a new life. Media Exchange (or MX) is home to all the machines that can play old types of film. In tandem with the Digital Media Exchange (DMX) Department, Media Exchange helps convert and preserve classics from days gone by.

Cornish, who is also Local 45's Recording Secretary and a member of the guild's board, first started working in post production – or "post houses" – while living in New York. She first moved out to San Francisco, but quickly learned there was more work to be had in Los Angeles. Connections she made while in New York helped her get a footing in the City of Angels, and she started as a freelancer at CBS before joining the staff full-time as an assistant supervisor in 2007.

In 2008, Cornish was approached to become the department's shop steward. The move surprised her, as she felt there were more qualified people available.

"I knew a little about it," Cornish said on being a steward. "At first I was surprised that they even asked me. I knew about the position. They asked around, so they offered me the job and I took it. That's how that happened."

The move was a natural fit for Cornish, who tries to bring a balance to her position as a supervisor.

"I've always been someone that's looked after people that work hard," said Cornish, who attended culinary school and still loves to cook. "I've always cared about the worker. I've always had that kind of personality, and knew that I could make a change, that I had a voice and I could make a change, and that's why I took it."

"It's helped me in my career in a sense," Cornish continued. "Because I'm a supervisor also, I see both sides, and I balance it. I've learned to balance it very well. In terms of the workers, people that I supervise, I always keep my door open. They can talk to me about anything, and I will defend them in any way that I feel I should. If I feel that they're not valid, I let them know it. Maybe that's the New York in me."



Taylor Lampela, KERO

With little more than two months under her belt as a steward for IBEW Local 45, Taylor Lampela might just be the newest kid on the block in the world of labor leadership. Lampela has settled in as the evening newscast director at KERO-TV in Bakersfield and sees her new role as steward as another great opportunity in the relatively short time she's been with her company.

Lampela had no idea she'd end up in the broadcast field after graduating from California Lutheran University in Thousand Oaks in 2012 with a communications degree and an emphasis in journalism.

"I thought for the longest time I'd end up in print," Lampela said. "I wanted to write."

As with many new graduates in today's economy, the job search proved a challenge, but Lampela eventually landed a part-time position with KERO. Now she's the one in the control booth.

"I code the show based on camera shots, video, sound bites, live shots, all that stuff," she said. "Then I build a run down, so it's basically like an order of commands to execute because we run on automation. I build a run down in the order of all the things that are going to happen at what specific time and then when it's time to do it, I make it happen."

The other part of Lampella's job is what she calls "not exactly master control." Their central hub runs out of Indianapolis, but she acts as quality control before the playlist goes to air, making sure the shows and commercial spots are accounted for.

"We're kind of the last conduit before everything goes out," Lampela said. "It's a lot of thinking on your feet. When something goes wrong you can't be in black on air. It's really fun."

The request from her coworkers to act as steward came as a surprise to Lampela, but she welcomed the idea.

"I really wanted to take on more of a leadership role in things in general," she said. "It's very challenging and at times intimidating, but I'd much rather put myself out there rather than just remain in the background and do my job and go home. I really want to make a difference."

Lampela recognizes there will be challenges and is ready to start progressing and learning as steward.

"Mainly going forward it's making sure that new hires know what to do," she said. "Be a resource for them. And then for current workers, making sure everything is going as planned. I understand that if situations arise I'm going to have to be there and I'm going to have to make sure that I involve the union when necessary."

Lampela herself has been a part of the union for less than a year, but is already keenly aware of the benefits.

"It's really the peace of mind knowing that we have an extra resource on our side in case anything happens," she said. "The world is unpredictable. And we have a contract with certain things guaranteed for us. It's not like every year we have to wonder about our status. It's there in print. It's a safety thing."

Notes From Around the Union: Northern California Report

Here's a round up of recent activity from Northern California Rep Hugh McGuigan:

KTVU

An agreement was signed by Business Manager Elaine Ocasio on April 22. Members should see the wage improvements soon.

KTXL

Bargaining resumed on May 14 and 15. We expect continued progress towards the first agreement. The local will be meeting with our legal council to discuss some legal questions regarding this employer's practice of classifying reporters as exempt employees.

KPIX

Bargaining for a renewal of the Writers and PA's agreement resumed on May 9. A shop meeting for the tech agreement members was scheduled for May 10. This meeting was for gathering proposals for negotiations of a renewal of that agreement.

KRON

Bargaining resumed on May 19 and 20. The initial sessions on April 2 and 3 saw many negative proposals from the employer. We anticipate this bargaining to take some time.

KCRA

We continue to pursue proper payment of over-time payment for employees when the meal period is missed.

KFSN

A shop meeting is being planned to gather bargaining proposals as this contract expires in August.

KSEE

Bargaining is set to resume on June 4 and 5.

OTHER NOTES

- Business Manager Elaine Ocasio and staff attended the annual Broadcast Conference in Connecticut.
- Steward Training was held in Northern California and was a big success.



Hugh McGuigan

Notes From Around the Union: Public Sector Report

Here's a round up of recent activity from Public Sector Rep Victor Marrero:

LA CITY

- A meeting was held with the new Convention Center technicians after AEG took over the responsibility of maintenance and set-up of shows which was our jurisdiction under the City of Los Angeles. The new technicians want to organize and join IBEW 45. We will be meeting in the near future to sign cards.
- A meeting was held with the CAO's office to discuss the proper rate for the hiring hall Communication Electricians after the new increase took effect.
- Attended Edward Millager's retirement lunch. He worked at the ITA department.

LA COUNTY

- Visited the UCLA/Harbor Medical Electronic Technicians Unit to discuss the new Los Angeles County contract and medical benefits.
- Visited Olive-View Hospital to discuss the new contract and benefits after the Los Angeles County negotiations.

- Represented a member from Los Angeles County in an internal investigation after the member asked to be represented.
- Attended a meeting where the County of Los Angeles will be training PBX-Telephone Technicians to work on VoIP systems. The County will be eliminating the PBX system by 2018.

LAUSD

- Attended a Labor/Management meeting to discuss various issues.
- Represented a technician at a pre-disciplinary meeting to avoid suspension for a policy violation.

LACCD

- A meeting was held with IBEW 45 members at LACC since the District is changing some class specifications. Those class specifications affected are Television Cinema ENG and some modifications will be made on the Sound Engineer classification. A request for input from our members regarding this matter has been made.

CHINA LAKE FEDERAL GOV. AIRFORCE BASE

- A meeting was held at China Lake (Navy Base) to meet with IBEW 45 members to plan future training with the Metal Trades Council which represents all members who work within Federal bases. We had two Techni-



Victor Marrero

cians sign up to become members. Will be attending a Metal Trades Council class that teaches procedure when dealing with Federal workers.

KSNV (LAS VEGAS)

- Started our first negotiation meeting at KSNV (Las Vegas) with our negotiation committee.

CBS TV CITY

- A shop meeting was held with our Facility Electricians and Air-Conditioning Engineers during a lunch hour.

OTHER ACTIVITIES

- Attended the IBEW Organizing Conference in Las Vegas from March 26 through March 28.

KERO Bakersfield Gets New Contract

LOCAL 45 successfully negotiated a new contract with KERO-TV in Bakersfield in February. The two sides first went to the table in December of 2013 as the old three-year contract was coming to an end. This contract was the first negotiated under KERO's new ownership, E. W. Scripps Company.

Talks were tough at times, but in the end there were a certain number of significant, positive changes to the old contract.

"There were a lot of things in the old contract that were contradictory and apparently some were illegal in terms of breaks and some of the wording," said Taylor Lampela, the new steward at KERO. "For the most part, everything went really well. It was the salary part that was the hardest."

Robert Barrett and Jeff Pedersen of KERO played key roles on the negotiating team.

Lampela said that there was a tier system set up in the old contract that seemed fairly baseless when it came to salaries. For example, people with no experience started at 60 percent of the full salary.

"It was very odd and confusing," Lampela explained. "All of us who worked there and had been hired on since Scripps took over, we all had different salaries. It was just kind of arbitrary with no real organization or order as to what we were getting paid."

In the end, the two sides dispatched with the tier system and worked out an agreement that resulted in a handful of employees seeing an increase in wages.

Lampela said another victory that was personally important to her came in the form of word choice.

"All of the wording [in the old contract] used masculine pronouns – 'he, him, his, etc.' One of the biggest things I wanted was to have gender inclusive pronouns 'he/she or they,'" she said. "I wanted those in the contract and we got that. That wasn't too hard to fight for, but that was a big thing for me because as a woman it was kind of a turnoff."

There were no real concessions on the workers' side in that they didn't have to give anything up that they already had.

"We really wanted to get shift differential for people who work late nights, but we did not manage to get that," Lampela said regarding a certain number of smaller requests that didn't come through. Ultimately, though, Scripps has treated their employees well.

Local 45 leadership was a great help in the process, with Public Sector Representative Victor Marrero and Business Manager Elaine Ocasio making a trip up to Bakersfield to have a pre-negotiation talk.

"We had lunch for over an hour and they were really receptive to all we had to say," Lampela said. "It's really great to have them as a resource."

Lampela said with so many new employees and a new company since the previous contract, this new three-year contract was a great way to wipe the slate clean.

"This was kind of like a fresh start for all of us," she said.

Early Agreement

(CONTINUED FROM PAGE 1)

little technology flexibility in order to make the overall deal," says Dixon.

The two sides hammered out a deal in eight days at the end of February and early March, but the process started long before that.

"We had dialogue with CBS management in the fall of last year, and we explored whether it would be possible to perhaps meet and bargain early, and there was interest on both sides," Dixon said. "Neither side had any critical issues like one often has in bargaining that can hinder any early deal."

Labor and management had a relatively simple way to ensure that negotiations progressed without any unnecessary drama or quarreling: Halfly meetings.

"The parties meet twice a year and have labor-management meetings to discuss issues that come up, and a lot of employers and unions don't do that," Dixon said. "By doing those meetings twice a year, you're able to deal with problems as they come up during the contract term, rather than saving everything for bargaining and ending up with a lot of acrimony at the table."

Dixon received help on several fronts. His team included International Representative Dominick Macchia out of New York; Martha Pultar, the Broadcast Director in Washington, D.C.; International Representative Neil Ambrosio; and Ocasio. They were joined by a committee of about 40 rank and file members from all across the country, from various positions – an unusually large group that made for diverse representation. In all, the process was a shining example of cooperation between the two parties.

Retiree's Corner



Edward Millager

EDWARD MILLAGER left his electrical imprint on the City of Los Angeles.

Any time Millager goes by the gleaming new Fire Station 82 at the corner of Hollywood Boulevard and Van Ness Avenue, or any of the 106 fire stations located throughout the city, he can smile and know he was a part of something special.

Millager retired on April 17, 2014, but not before serving as part of the Remote Fire Stations unit under current Local 45 Business Rep Victor Marrero. He spent his days going from station to station repairing dispatch equipment as a communication electrician, while also helping to build the new stations of the past few years.

"I liked building the new fire stations," Millager said. "That was my primary duty for the past few years – we built something like 20 stations, maybe more. All the new stations that came into L.A. in the last four years, my hands helped build them. There are at least 20 of them from right after I started until last year, which was Fire Station 82 in Hollywood, the last one."

Millager points out how appropriate that Station 82 was his last effort, noting that the station is less than a mile from the headquarters of IBEW Local 45. Yep, he ended his just around the corner from home base after being deployed all around

the city. Having joined the union in 2005, Millager credits Local 45 for the learning experiences it provided throughout those years. His advice for those just starting out or wanting to get into the business is simple.

"Get the schooling done," Millager said. "It really helps. Go to the hiring hall and learn." That education allowed him to be a part of some truly unique situations at command posts throughout L.A.

"A command post is whenever there's an unusual situation and they need to put a police substation out and make that a command post and dispatch people to watch the area," he said. Some of those command posts included two marathons, the Academy Awards and last year's manhunt for rogue ex-LAPD officer Christopher Dorner.

Now that Millager will have a little free time on his hands, he said he and his wife plan on taking their Harleys out and traveling the country. Born and raised in Downey, he now lives in San Dimas with his wife whom he met 1989. Together they have two children: a daughter that will graduate from San Diego State University in May and a son who is a drummer in the world-renowned marching band at Riverside Community College.

Rebirth at Television City

(CONTINUED FROM PAGE 1)

inch film.

“There’s every single format you can think of on this floor,” said Selena Cornish, the MX supervisor, as well as a Local 45 shop steward. Another supervisor oversees DMX.

The machines and tools in MX vary in size, some as tall and more than three times as wide as the average person.

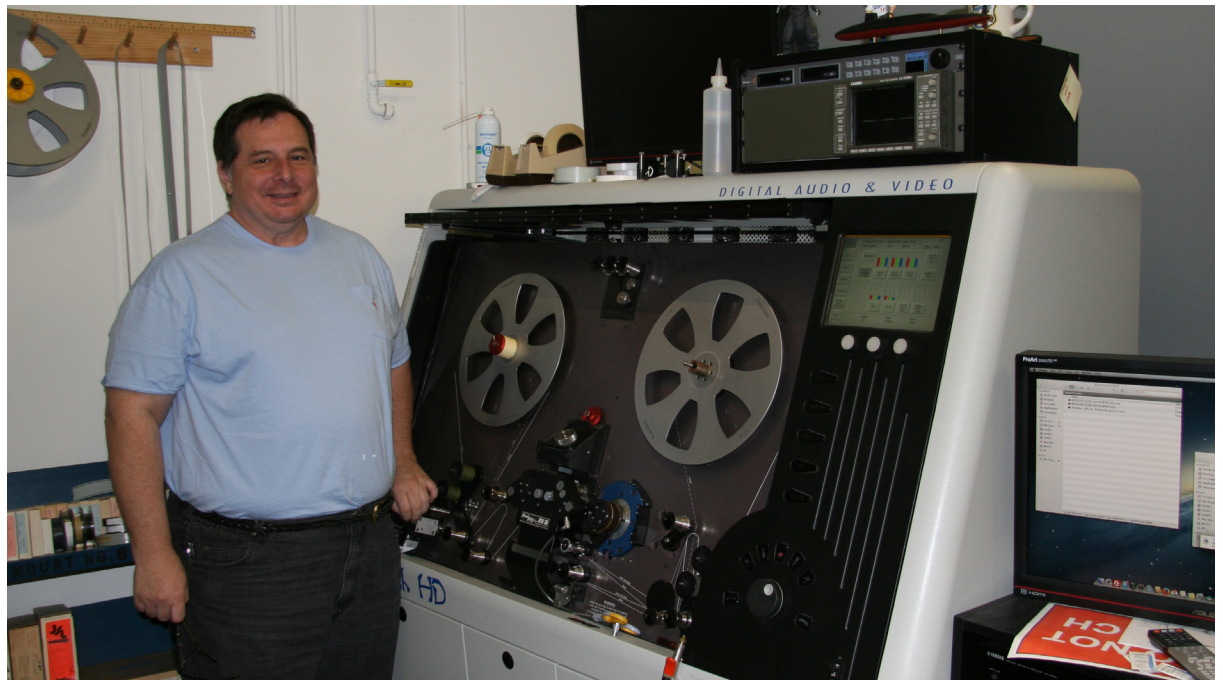
When someone wants old movie and television shows transferred and prepared for another format, this is where they go. And it’s not just CBS. The media exchange department at Television City has become the go-to spot for media transfer. As other studios have discarded their old machines, the equipment at TV City has become even more needed.

“What happens after a while, [film] ages or it gets old and starts shedding,” Cornish said.

What does not get old and shed is on the other side of MX – the Digital Media Exchange Department. This is eventually where the old stuff ends up. Michael Stine, one of the techs in DMX, was recently trying to get the color right on an old copy of the cartoon “Puff the Magic Dragon.” But DMX primarily deals with modern productions. This is the go-to place to prep a show for international distribution to all around the world.

“Basically the shows at CBS, or whoever, needs our services, they need to get the shows out to all around the world, and all around the world, people’s TVs work differently,” Stine explained. “They have different frame rates, they have different sizes. So what happens is we will get these master tapes and we will ingest them in as a file and then we will convert the file to whatever frame rate or format they need. It’s not as simple as putting it in a program and clicking a button. There’s a finesse to it and a lot of variables.”

The DMX department also preps shows for distribution through streaming services such as



David Keleshian with one of the older analog machines at CBS' Television City.

Netflix or Hulu. That favorite mid-'80s sitcom you can binge on this weekend? It just might have come past Stine's desk first.

“Those are heavy, because they’ll just come in and say ‘We want every episode of “Cheers,”” Stine said. “Hundreds of shows.”

Michael Greenstine has worked for CBS for eight years, predating the department. He started with one machine, one monitor and wooden blocks for a desk. That’s grown to 20-some ingest stations, and he personally boasts a set up featuring five monitors.

“It’s basically replacing the old school way of dubbing tapes,” Greenstine said when describing ingesting, transcoding and delivering media.

The most awesome number maybe to come out of the departments is the storage size of their server: Nearly one petabyte, or a thousand

terabytes. With each program ranging anywhere from 50 to 100 gigabytes, that storage space is well needed.

“The biggest challenge in this department is that it’s always growing and changing,” Greenstine said. “We always stay up on technology.”

Greenstine has been a member of Local 45 for eight years, but Stine has been on the job for only a few months. However, he had been a member of the Art Directors Guild Local 800, and recognizes the value of union membership.

While the new in DMX dominates, there’s still a role for those old machines in the adjacent room to play.

“There’s always going to be work in other formats other than digital,” Cornish said. “There will always be people trying to transfer. There’s so much of it.”



NASCAR Photos by Marcell Wright, IBEW 45

In March, the Auto Club 400 in Fontana held a “Tribute to Organized Labor.” Labor members from around the region gathered to watch a NASCAR race. Elaine Ocasio, Local 45 Business Manager, and other labor leaders at Fontana paved the way in support of the event and IBEW 45/FOX members. Pictured: Elaine with Maria Elena Durazo, Executive Secretary-Treasurer of the Los Angeles County Federation of Labor; and Elaine with IBEW Local 18 Business Manager Brian D’Arcy and IBEW Local 11 Business Manager Marvin Kropke.